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# Campus Report, Vol. 37, No. 3

University of Dayton

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UNIVERSITY OF DAYTON ■ Vol. 37, No. 3 ■ Nov. 6, 2009

# CAMPUS REPORT



## Our crush on crèches



## INSIDE

- 4 Enrollment management fills our classrooms by combining personal attention, social media.
- 6 Law school celebrates 35th anniversary with the 35 things it loves about UDSL.
- 7 “Green” algae grows to reduce carbon emissions.
- 8 Coming attractions



## WHERE'S LARRY?

So, you think you know every nook and cranny of campus? See if you can figure out where photographer Larry Burgess has been. If you correctly identify what's in the above photo and where it was taken, you'll be entered in a drawing for fabulous prizes.

October's winner is Abby Thrine, who correctly identified the RexPlex stairwell.


View this and other recent photos at <http://campus.udayton.edu/udq/images/whereslarry/thisweek.html>.

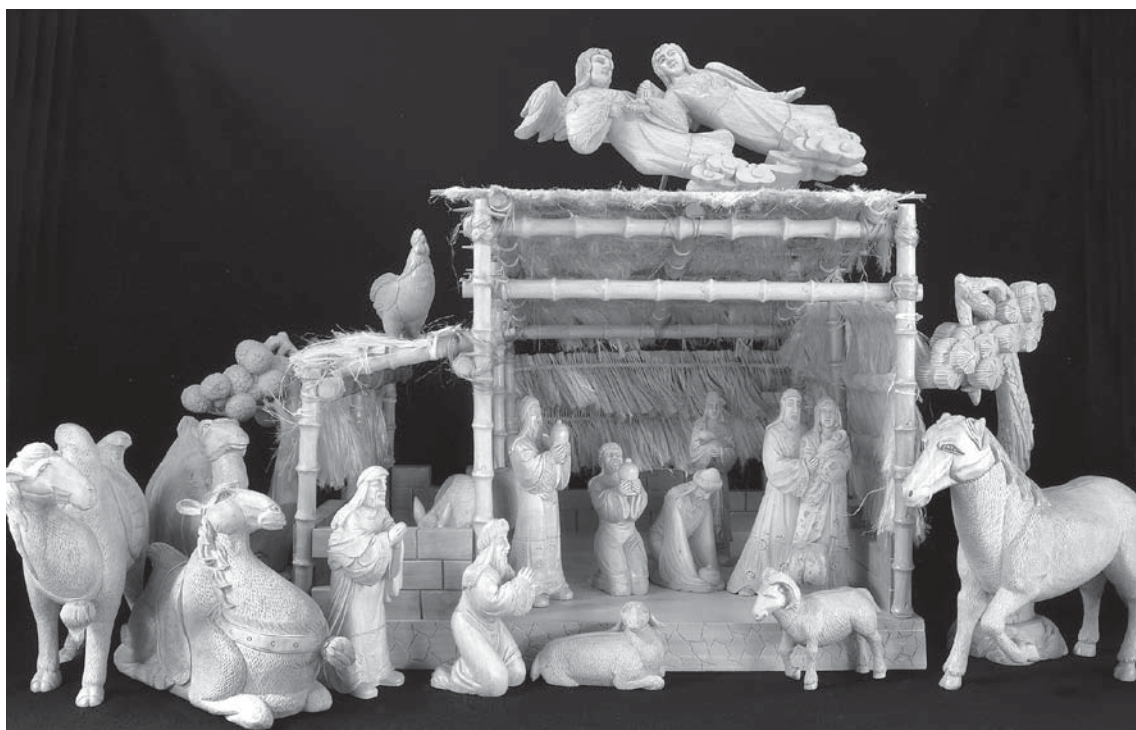
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The Marian Library celebrates the Christmas season with a community open house showcasing a 2008 gift that nearly doubled the library's collection of Nativity scenes. At the Manger: World Nativity Traditions will be the public's first look at 200 of the 2,000-plus Nativities from Australian collector Elisabeth van Mullekom; her gift brought the library's crèche collection to 3,600. The open house is from 1 to 6 p.m. Saturday, Nov. 28, in Roesch Library; admission is free and will include music, refreshments and children's activities. Details on this and other crèche exhibits throughout the community is at <http://library.udayton.edu/manger>.

## Can you hear me now?

The October issue of *Technology Review* magazine featured an article by electrical engineering professor Guru Subramanyam on his research on thin-film-based varactor technology. The article, co-written by Analog Bridge co-founder and president Gregg Steinhauer, appeared in *TR*'s India edition. The University is working with Steinhauer's company to develop a patented nanotechnology to improve the capability of communications devices.

## And the winners are ...

UD's Perspectives on Faith and Life series, which brings together students, faculty and staff to discuss faith and life, will be honored Nov. 17 as one of the best campus ministry programs in the nation by the Catholic Campus Ministry Association with the "Exemplary Campus Ministry Program" award.

The University communications department won four awards in the 2009 Pride of CASE V regional competition: gold, *University of Dayton Magazine*; gold, Matthew Dewald, feature writing for "Our Village Is Dying"; gold, 2008 *President's Report* Web site; and bronze, best practices in communications and marketing for "Battleground Ohio: A Media Relations Program."

John Clarke, associate professor in visual arts, received from the University and College Designers Association awards of excellence for his design of

the spring 2009 UD arts calendar and of the exhibition catalog and cover for "Masks, Music and Musings: A Retrospective Exhibition and Symposium on the Art of Curtis Barnes Sr." The association awarded Kelly Bailey '09 for her 2009 Stander Symposium promotions design.

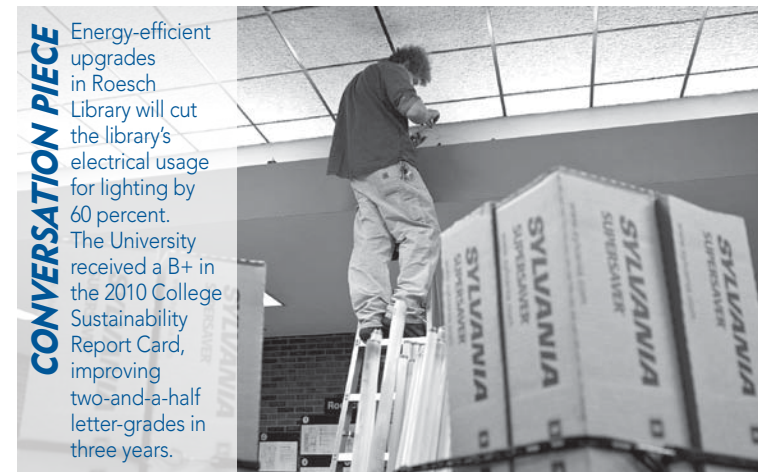
## Better than vacation

Intent to participate forms for 2011 summer study abroad programs are due to the Center for International Programs by Dec. 11; proposals are due in February. These four- to five-week programs are taught by between two and four UD professors/lecturers. Application details are available at <http://international.udayton.edu/edabroad/facstaff/ssa.htm>.

## Kristallnacht vigil

UD will hold a candlelight vigil 9 p.m. Nov. 9 to remember Kristallnacht, the "Night of Broken Glass," the night many historians view as the beginning of the Holocaust. The campus community and public are invited to meet in Humanities Plaza.

On Nov. 9, 1938, the Nazis unleashed a wave of pogroms — state-sanctioned, anti-Jewish riots — against Germany's Jews. "As a Catholic university that celebrates diversity and community and commemorates the martyrdom of Marianist priest Jakob Gapp in the Holocaust, it is fitting for us to stand together and say 'never again,'" said sociology professor Sister Laura Leming, F.M.I.



**CONVERSATION PIECE** Energy-efficient upgrades in Roesch Library will cut the library's electrical usage for lighting by 60 percent. The University received a B+ in the 2010 College Sustainability Report Card, improving two-and-a-half letter-grades in three years.

## TAKE A BREAK WITH...

# SUSAN TROLLINGER

*Books about conspiracy theories, wizards, vampires and sex may sell by the millions, but they have a new challenger. Amish romances — depicting horse-drawn buggies and a 19th century lifestyle — are seeing an increase in sales at large bookstores, including Barnes & Noble. Associate professor of English and Amish expert Susan Trollinger gives the inside scoop on these "bonnet rippers."*

**What is a "bonnet ripper"?** Traditional romance novels are often known as "bodice rippers" for their depiction of physical intimacy. "Bonnet ripper" is the nickname given to Amish love stories, which omit most physical expressions of love. The novels usually depict an Amish woman who falls in love with a non-Amish "outsider."

**Who's reading these "bonnet rippers"?** Interesting question. You'll find most Amish romances in the Christian section of bookstores, and most readers are religious or conservative women who identify with the lead characters' responsibilities to children, family and structure in the home. Yet, it's a bit ironic when you think about these conservative women identifying with the transgressor who falls for someone outside her religious fold.

**So what's "hot" about the Amish?** The Amish are appealing because of their traditional, old-fashioned lifestyle. There's a sense of belonging, a feeling of family that many middle-class Americans perceive as the correct way of life. Readers of these books often yearn for this return to simplicity.

**So simplicity and bonnets are the new fad?** Not really. People merely see the Amish as the "good version of what we used to be." But there's also something secretive that intrigues non-Amish. Very few people can just show up at an Amish household and be welcomed. Outsiders are rarely allowed to witness Amish in their daily lives, and Amish people go through great pains to reject outside culture, from technology to the way most families function. This is very intriguing to non-Amish who wish to know more.

**Is the Amish appeal a new trend?** Actually it isn't. Amish settlements in Pennsylvania, Indiana and Ohio have seen a growth in tourism since the 1960s, especially after the 1985 release of the movie *Witness*, starring Harrison Ford as an undercover police officer posing as an Amish man who falls in love with an Amish woman played by Kelly McGillis. I have been studying Amish tourism trends for nearly 15 years as well, and one of the new trends is the popularity of these "bonnet rippers."

—Rachael Bade '10

## ADMINISTRATION

# Graduate enrollment soars 11 percent

Graduate enrollment has soared 11 percent, marking a 12-year high for fall semester enrollment, Thomas Eggemeier, dean of the Graduate School, told the President's Council Oct. 13.

All academic units saw gains, with the greatest enrollment boost in the School of Education and Allied Professions, which welcomed 200 additional students.

On the undergraduate level, the application volume is keeping pace with last fall at this time, said Sundar Kumarasamy, vice president for enrollment management. Campus visits are running ahead of last year at this time.

"We're starting from a position of strength," Kumarasamy said. (See Page 4 for more on the personalized campus visit program and other new student-recruitment initiatives.)

The President's Council approved a policy on how University-provided cell phones and communication devices are approved and purchased. Under federal tax regulations, they are considered a taxable fringe benefit. Starting this month, 25 percent of the annual fair market value of these devices will be considered taxable income, according to Tom Skill, associate provost and CIO. Affected employees will receive a letter explaining how the new policy will be implemented.

University administrators also are considering revising the undergraduate tuition remission eligibility policy for new employees, though no action was taken.

"We want to bring our policy in line with other private universities nationally," said Joyce Carter, vice president for human resources. "We want to adjust it so that it's still a very attractive policy, but requires more of a waiting period for new employees and a cap on credit hours."

Carter also outlined how the new Banner system, expected to go live in 2010, will change the way hourly employees and their supervisors keep track of time, including vacation accruals. (See Page 7.)

Deborah Read, vice president for University advancement, reported that nearly \$3 million has been raised this fiscal year, bringing the campaign total to nearly \$92.3 million.

University President Daniel J. Curran congratulated the Graduate School for its success in boosting enrollment and offered appreciation to faculty and staff who are helping to reduce the carbon footprint on campus. The University's efforts to create a greener campus paid off with a letter-grade jump to a B+ in the 2010 College Sustainability Report Card.

Curran pointed to the national "Savior of Our Cities" ranking as a reflection of the University's historic commitment to community service. The University was singled out as the "most innovative of all engaged colleges and universities" nationally, tying for No. 2 overall in a survey of the nation's top 25 universities helping to save America's cities from blight.

"It's a great accomplishment," he said.

## Health care deadlines

Nov. 11 is the deadline for enrolling or making changes to your health and dental plans. If you take no action, you will continue to be enrolled in the same plan(s) in which you are currently enrolled.

Kathy Molnar, director of compensation and benefits, recommends considering enrollment in a flexible spending account for 2010 to offset out-of-pocket health care and dental expenses. The deadline for enrolling in an FSA is Nov. 25. Re-enrollment is required annually.

Additional information can be found on the Human Resources Web site under the open enrollment tab at <http://www.udayton.edu/~hr>.



# Putting our best face forward

## Revamping campus visit, other enrollment strategies personalize admission experience

Sundar Kumarasamy loves data.

The University of Dayton's vice president for enrollment management doesn't enjoy slicing and dicing information just for fun. He says that evidence-based decision-making is the best way to understand how high school students go through the college selection process.

He's on the lookout for that new bit of data, that fresh insight that will help him better understand the decision-making processes of 17-year-olds to give UD a competitive edge against increasingly fierce competition.

"We are facing a monumental challenge; we are trying to reach a highly competitive, smaller sector of the market — students who want to invest in a private education," he said. "We have to compete on more than quality; we have to compete on distinction."

To convey that message of distinction, the University will focus on creating a stronger campus visit program, increasing selectivity through a new early action admission policy and aggressively recruiting international students.

The end game? Make the most of the University's strengths to help it stand out in the crowd of private schools in a highly challenging economic environment.

Kumarasamy said that the demographic trend for the next five to 10 years predicts a significant drop in the number of high school students in the U.S. Of those who are college-bound, 80 percent will attend public schools, he said, putting pressure on the private schools competing for the remaining 20 percent.

The economic meltdown last year created a drop in family income and made families even more cautious about the college decision, he said. In addition, cuts in the state budget are costing UD students at least \$2.6 million in annual financial aid from the Ohio Student Choice Grant program. The grant, awarded to all Ohio students who study at an in-state private institution, went to more than half of UD's undergraduates.

"It's going to be one of the most difficult years ever," he said. "But we're playing offense, not defense."

### Transforming the campus visit

The greatest emphasis of Kumarasamy's campaign is transforming the campus visit into a highly compelling, personal experience, customized to each potential student and fine-tuned for quality and effectiveness.

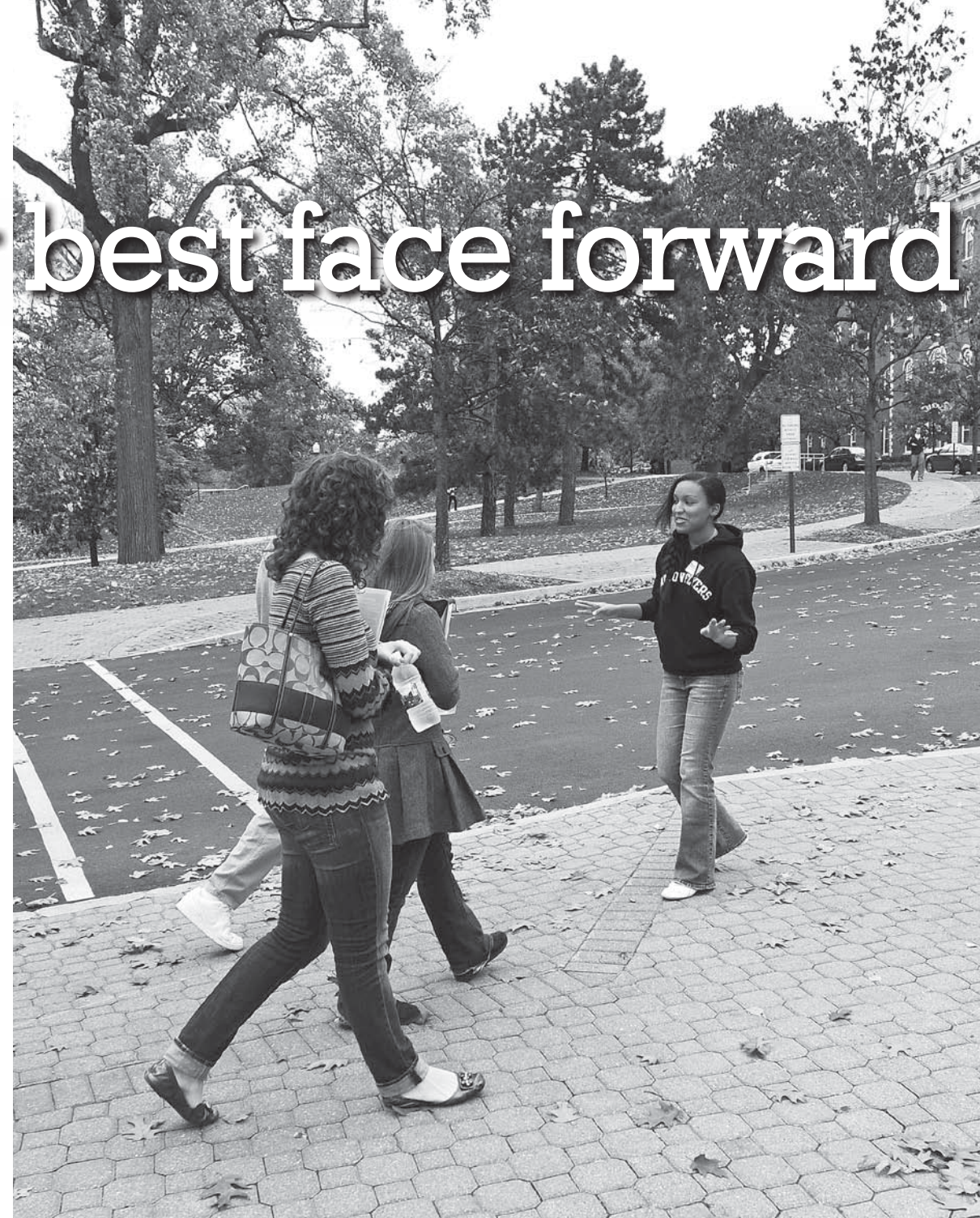
Kumarasamy says that the campus visit is UD's greatest recruitment tool — approximately 35 percent of those who come to campus enroll. "We do intensive marketing to bring 6,000 students to campus in order to get 1,800 deposits. If we can make a slight difference in the campus visit decision, we'll have 100 more students."

"The campus visit is the single most important piece of our enrollment strategy. Nothing comes close to that personal experience. It's both the first and the final impression they have of our campus — the first impression we make and the final impression they take away."

He says at many schools campus visits are an underanalyzed and underutilized tool.

Over the past year, enrollment management put the campus visit experience under a microscope. An external evaluator scrutinized every facet of the tour, including hundreds of photos of the tour route. The enrollment management staff has worked closely with facilities management to spruce up sites on the route, revamped tour guide training and adjusted virtually every aspect of the campus visit.

"Everything we do about the



campus visit is deliberate and mindful," he said, starting with the selection of tour guides to ensure a personalized experience.

Tour guides are closely matched to the interests of prospective students and the tour size has been reduced. The goal is to give one tour guide for each family because "the best way to lose somebody is in a large tour group,"

he said.

He is looking at the data about return visits, finding ways to bring students back for second and third visits and ensuring that those visits are specifically customized to each student's wants.

Faculty play a key role when students take a second look at UD. Deans have programmed specific days for

prospective student visits with faculty so each meeting will be one-on-one and, ultimately, a more meaningful experience for the students.

### Selective admission

The University has adopted a more selective admission process by eliminating rolling admission, in which students could apply anytime

and admissions were offered as applications were completed. Instead, an early action deadline requires students to apply by Dec. 15, and promises a decision by Jan. 15. The regular decision deadline will be March 1.

"This early decision allows us to evaluate the applicant pool as a whole and shape the class for academic quality and diversity as well as all of our institutional goals," he said. "Rolling admissions didn't allow us to shape the class as well."

More selective universities have early action admissions, so it allows UD to better compete with those universities and sends a message of quality and selectivity, he said.

The early action deadline will also offer a means to require campus visits for students at certain ACT or SAT score levels who have not yet visited to assess their interest in enrolling. That information will help guide decisions about which students would be the best fit for UD.

### How does it look so far?

Kumarasamy said the early outlook is positive. Applications are on par with last year's record 12,126 applications, and campus visits are running slightly ahead of where they were last year. The admission counselors are getting the word out about the new, early action deadline to students and high school counselors.

This fall's entering class of 1,710 plus a 25 percent increase in the number of transfer students enabled the University to meet its overall enrollment goals.

But the stakes are high — as a tuition-driven institution, the University's finances rest on how well enrollment management identifies, recruits and ultimately convinces students that UD is the best bet for the investment of their college dollars.

Kumarasamy requests everyone in the campus community consider themselves part of this crucial recruitment effort.

"When a prospective student says, 'Everyone is so friendly,' I know that means that from the minute they step on campus everybody from the parking attendant to the cafeteria cashier as well as students and faculty were welcoming and hospitable. When they say, 'The campus is so beautiful,' that means the groundskeepers are taking extra care," he said.

"I would love it if everyone would greet families making the campus tour and say, 'Welcome to UD,' or 'You're going to love it here,'" he said. "You will touch them in a way that shows who we are and what the University of Dayton community is all about."

—Cilla Bosnak Shindell

## EDUCATION

### School receives accreditation recommendation

The School of Education and Allied Professions received word in late September that the leading accreditation body for schools of education will recommend renewal of the school's continuing accreditation status for the maximum possible duration of seven years.

NCATE, the National Council for the Accreditation of Teacher Education, issued the report after an NCATE board of examiners team reviewed the school's self-study and conducted an on-campus visit to evaluate the school's capacity to deliver its programs.

The team said the school meets all six standards and will submit its recommendation to NCATE's unit accreditation board for final approval in the spring.

"National recognition is something to be proud of," said Pamela Cross Young, the school's director of accreditation. "When individuals interested in education look at what we have to offer, they want to know whether our school is nationally accredited."

The whole accreditation process, not just its outcome, serves the school, she added.

"Another role [of the process] is self-improvement, looking at the work we do. It really challenges you to look at your programs and ask, 'How do we know what we really do well, and what are the things we really need to strengthen?'"

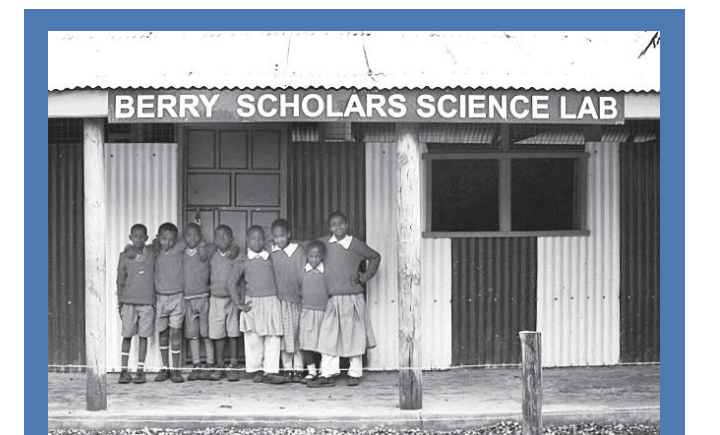
The renewal of NCATE accreditation, which the school first achieved in 1955, comes after several years of self-study and analysis by departments throughout the school. The school and community counseling programs were recently reviewed by CACREP, the Council for Accreditation of Counseling and Related Educational Programs. An indication of the accreditation decision is expected in early 2010. If achieved, this will be the initial accreditation for these programs. All other programs in the school for which accreditation is available have received program-level approval.

### Bombeck Center gets highest Ohio rating

The Bombeck Family Learning Center earned Ohio's highest rating for quality early childhood education and will be featured in a statewide public service announcement for Step Up to Quality, Ohio's voluntary quality rating system for child care programs licensed by the Ohio Department of Job and Family Services that exceed Ohio's quality benchmarks.

More than 4,200 licensed child care centers operate in Ohio. Of those, 960 participate in the rating system, and the Bombeck Center is one of 109 to achieve the highest distinction of three stars.

"Achieving a three-star rating and maintaining it is very difficult," said Jamie Gottesman, assistant chief with the department's Bureau of Child Care and Development. "The highest level in our system is aligned with national standards. The Bombeck Center got a three-star rating in its first application."



The students of Our Lady of Nazareth Primary School in the Mukuru slum of Nairobi, Kenya, got materials for a new science lab from five Berry scholars who traveled to the school this past summer. The Berry scholars were part of an interdisciplinary engineering systems design course taught by teacher education professor James Rowley. The class not only gathered materials to donate but also developed curricula and lesson plans for the school's teachers to help them more effectively teach math and science to OLN's 1,700 students.

### Fan first, student second

If you want to reach 17-year-olds, you go where they are — and that means a social media strategy.

The office of admission launched a new Facebook page at <http://www.facebook.com/universityofdayton>, according to Kevin Schultz, social media coordinator in enrollment management. Schultz says they're now ready to advertise the site to prospective students and invite them in.

"We're going to fill it with content, make it look engaging and keep it authentic," Schultz said. "Our hope is that high school students will really latch onto the content."

Schultz has enlisted six students as "virtual ambassadors" to add stories, announcements and respond to questions. "Our ambassadors will be able to respond in ways that we hope prospective students will see as genuine."

He said they hope this approach will foster a personalized relationship that many prospective students seek in the admission process.

As the page evolves, he plans to link to YouTube videos on everything from IT tips to academic lectures to lighthearted looks at student life. For example, virtual ambassadors might do their own personalized tours of campus, he said.

Prospective students can just stop by the site, or they'll be able to opt into further communication.

"Sometimes social media can be one-sided," Schultz said. "A person can visit a site and learn about you but you don't learn anything about them. We want to build that personal relationship they're looking for."





## Discovering the REAL Dayton

Instead of going home for fall break this October, 43 students stayed in Dayton and line-danced with senior citizens. This fall break-out was the first for the REAL Dayton program, a four-day experience combining service projects, educational activities and cultural immersion to achieve the goals of its acronym: Reaching, Enriching, Acting and Learning.

Kelly Bohrer, coordinator of community outreach at the Center for Social Concern and the force behind REAL Dayton, wanted to connect students to the Dayton community, offer them opportunities to make a difference and inspire them to continue doing so in the future.

The break-out incorporated cultural, service and social justice aspects of previous programs similar to this break-out — students toured Dayton; volunteered at homes for senior citizens, refugees and people with disabilities; and interacted with



guest speakers and UD faculty and staff.

Reflection was a key aspect of REAL Dayton. After every activity the students and leaders had group and personal reflection time. “REAL Dayton has been an unforgettable experience that has taught me not only about the need of the Dayton community but allowed me to learn about my character and shape my development as a human,” explained first-year student Karyen Chai.

While living at UD can seem like living in a separate world, said Amy Lopez-Matthews, director of student life and Kennedy Union and a resident of the city of Dayton, REAL Dayton succeeded in connecting students to the greater community surrounding their campus.

—Meredith Hirt '13

## International conference to expose and combat human trafficking

Human trafficking is a modern-day form of slavery that violates human rights globally — and in the heartland of America.

That stark message will be delivered at the Dayton Human Trafficking Accords international conference on campus Nov. 9-10.

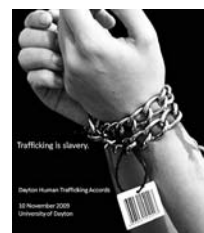
Held in collaboration with the Anti-Trafficking Program of the United States Conference of Catholic Bishops' Migration and Refugee Services, the forum will bring together law enforcement officials, victims' advocates, academic experts, students and the public “for the purpose of stirring society's conscience to action against trafficking and slavery,” said Mark Ensalcado, human rights program director.

Participants will sign the Dayton Human Trafficking Accords as an expression of a common commitment to end human trafficking, punish offenders and promote new laws against the dehumanizing practice.

Ensalcado and sociology professor and conference co-chair Claire Renzetti say human trafficking is largely a hidden crime, but the problem is enormous. As many as 20 million people worldwide are subjected to slavery or modern-day forms of slavery, such as involuntary servitude, peonage or debt bondage, according to the U.S. State Department and the United Nations Office of Drugs and Crime. Ohio is an origin, transit and destination state for human trafficking, according to the FBI. Ensalcado estimates the state has at least 100 cases.

Much of the conference is free and open to the public. Public events include a 7 p.m. Nov. 9 conversation in Sears Recital Hall with E. Benjamin Skinner, winner of the 2009 Dayton Literary Peace Prize for non-fiction for *A Crime So Monstrous: Face to Face With Modern Day Slavery*, and a 6 p.m. Nov. 10 “Trafficking Is Slavery” forum in the Kennedy Union ballroom, followed by a screening of the documentary *Playground*.

Details are available at <http://academic.udayton.edu/humantrafficking>.



As many as 20 million people worldwide are subjected to slavery or modern-day forms of slavery.

## To law school, with love

When the School of Law celebrates at its 35th anniversary gala Saturday, Nov. 7, it will have much to be thankful for.

Among them are the faculty and staff who were pivotal to the reopening of the school in 1974. The UD School of Law first opened in 1922 but closed in 1935 because of the Great Depression.

Two of those faculty — Dennis Turner and Dale Searcy — are featured in the fall issue of the *Dayton Lawyer* alumni magazine, which mails this month.

Turner, who joined the faculty that first year, has been retired for several years but taught more than a full-time faculty load last spring. “As long as I can go into the classroom and walk out thinking, ‘Wow, that was great,’ then I’ll keep teaching,” he said.

Searcy, who joined the faculty shortly after, has been elected Professor of the Year 10 times by the school's student body.

At the gala — which is sold out — speakers will acknowledge the efforts of the school's deans and discuss building on the foundation laid by them and others during the past 35 years.

To help celebrate, the school, its students and alumni offered the 35 favorite things they love about UDSL. Here's a sampling of the entire countdown, which can be found in the magazine or online at <http://lawyer.udayton.edu>.



## 1 Keller Hall

## 10 Sister Mary Louise Foley, F.M.I.

Next to the admissions office is that of Sister Mary Louise Foley, F.M.I., campus minister for UDSL, a source of help for many students. Besides coordinating retreats and prayer services, and working with St. Thomas More Society volunteers in helping the homeless and hungry, Foley counsels students through times of stress and is often seen mingling in the hallways, making her a favorite among the law school body.

Wes Somogy '11, a member of the St. Thomas More Society, said, “Sister Mary Louise embodies the personal and professional values that Dayton Law seeks to instill in its students.”

## 12 Practical advice that stayed with me

Most graphic example: Andrea Eveler Stanley '81, who has her own practice, says that she often shares professor Searcy's “New York Pig Theory” when counseling divorce clients. “They should scale back their settlement demands because pigs get fat, but hogs get slaughtered.”

## RESEARCH

## Algae's power to reduce pollution

Life is thriving under the Music/Theatre Building. Beneath recital halls and concrete live the photosynthesis king algae, floating green in room-length clear tubes below artificial lighting.

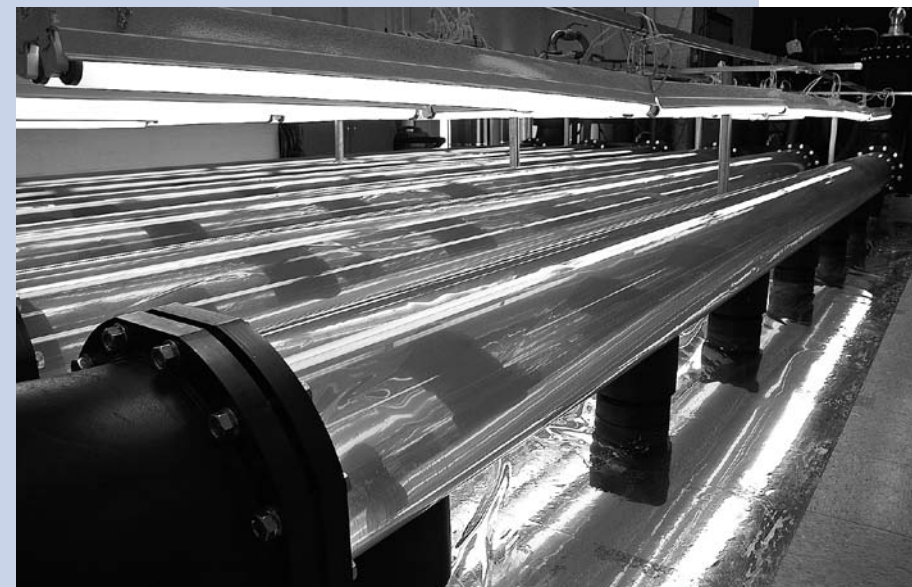
Algae is even greener than its color may suggest. Scientists at the UD Research Institute are working on a two-year, \$980,000 Air Force pollution-reduction contract from the Air Force Research Laboratory at Wright-Patterson Air Force Base. While lead researchers are on target to identify the most efficient methods to sequester carbon dioxide by feeding it to algae, other researchers in the program are working to identify the best varieties of algae for the job, optimal growing conditions and the most efficient methods to extract oil from the marine organisms. Algae oil accounts for as much as 70 percent of the organism's body weight in some strains and can be used as stock for food and biofuel.

“It's a beautifully symbiotic system,” said Sukh Sidhu, who leads the Sustainable Environmental Technologies group in UDRI's Energy and Environmental Engineering division. “Algae feed on carbon dioxide and convert it to a highly desirable lipid. So we can capture carbon dioxide from stacks of coal boilers and other combustion processes before it's released into the atmosphere and run it through algae growing systems. In turn, we can extract the oil for a variety of uses.

“We consider this a far better alternative for dealing with carbon dioxide emissions than geosequestration, where carbon dioxide is pumped deep into the earth.”

As an oil crop, the slimy stuff is hundreds of times more viable than corn, soybeans and canola, Sidhu said. Compared with corn yields of 20 gallons of oil per acre and soybean yields of 50 gallons per acre, the “fattest” varieties of algae — those with the highest lipid contents — yield more than 14,000 gallons of oil per acre, 700 times

Algae oil accounts for as much as 70 percent of the organism's body weight in some strains and can be used as stock for food and biofuel.



Down on the farm, algae grow in tubes before being harvested for their oily lipids.

the yield of corn. Among the algae varieties researchers are testing are “naturally optimized” native strains that thrive in Ohio weather and have evolved to best survive predators and contamination by toxins or other similar organisms.

Tom Naguy, senior program manager in AFRL's Materials and Manufacturing Directorate, said algae will be used to reduce the carbon footprint of the Air Force Research Laboratory's new Assured Aerospace Fuels Research Facility at Wright-Patterson Air Force Base. Researchers from UDRI and AFRL are working to determine best practices for creating jet fuel out of coal and biomass. Algae can be used in that program as both a fuel feedstock and to sequester carbon dioxide in the process.

## A click away: human resources to go digital

When the new Banner database system goes live in 2010, employees will be able to access up-to-the-minute information about payroll, benefits and personnel any time of the day or night.

“Employees will literally have information at their fingertips,” said Joyce Carter, vice president for human resources. “This new system will allow the University to streamline processes, plan for the future through the better use of data and give employees greater access to information they need. Banner will be a huge improvement over our current processes, but it will change the way the University tracks information.”

That's why Carter is on a quest to educate the campus community about how the new system affects them. “This system will automate and simplify payroll and benefits,

but it will require hourly employees and their supervisors to keep records differently,” she said.

What's in store?  
■ All non-exempt (hourly) employees will need to record their hours routinely through a secure, log-in Web site. Their supervisors must approve the electronic time sheets in order for employees to be paid appropriately. Since every pay period won't contain the same number of hours, their checks will vary. This will not affect exempt employees.

■ Vacation/sick day accruals will be tracked automatically. If employees reach their vacation accrual limit, they must take vacation with the next

pay period or lose it.

■ The paper-based Personnel Action Form (PAF) process will be available online.

■ Eventually the new system will allow viewers to see their benefit choices as well as their pay stubs. Employees who use direct deposit will be able to opt out of receiving paper pay stubs.

■ By the end of 2010, the system will offer self-service for a

number of human resources functions, including the ability to change information on benefit forms and update health insurance choices during

open enrollment periods.

Employees will be offered hands-on training workshops and online tutorials. The human resources office will set up a hot line and e-mail address for questions during the implementation stage.

“It will be very important for people who are affected by this change to attend the training sessions,” said Linda Nianouris, director of human resources information systems. “We want to make this transition as easy as possible and will work to ensure that everyone involved is comfortable with the new process.”

This is the second phase of turning the human resources office into a digital one. In January, the office began using PeopleAdmin — an online employment and performance management system.

‘We want to make this transition as easy as possible and will work to ensure that everyone involved is comfortable with the new process.’



# COMING ATTRactions

## Fridays, Nov. 6, 13, 20

### Friday Film Series

9 p.m., ArtStreet Studio B.  
Presented in conjunction with  
Citizens of the World International  
Exposition. Free. Call 229-5101.

**Nov. 6:** *Paradise Now*. Two young  
Palestinian men are recruited to  
become suicide bombers.

**Nov. 13:** *The Diving Bell and the  
Butterfly*. The true story of Jean-  
Dominique Bauby, as envisioned  
by painter/filmmaker Schnabel. In  
French with English subtitles.

**Nov. 20:** *Lust, Caution*. A young  
woman gets caught in a game of  
emotional intrigue in WWII-era  
Shanghai. In Mandarin with English  
subtitles.

## Through Nov. 7

### Rhythm in Shoes: Banjo Dance

8 p.m., Kennedy Union Boll Theatre.  
A celebration of the dance and music  
traditions of Appalachia. Tickets \$14  
general admission; \$8 faculty, staff,  
alumni and seniors; \$5 students. Call  
229-2545.

## Sunday, Nov. 8

### Symphonic Wind Ensemble

3 p.m., Kennedy Union Boll Theatre.  
Patrick Reynolds, conductor. Free.  
Call 229-3936.

### Dayton Jazz Ensemble

7 p.m., Kennedy Union Boll Theatre.  
Willie L. Morris III, conductor. Free.  
Call 229-3936.

## Nov. 9-10

### Dayton Human Trafficking Accords

Events include an author discussion,  
public forum and film screening.  
Complete details at <http://academic.uydayton.edu/humantrafficking>. Call  
229-2765.

## Nov. 10-Dec. 9

### Department of Visual Arts Senior Exhibit

Rike Center for Fine Arts.  
Artist reception 5 p.m. Nov. 17.  
Exhibit open 10 a.m.-4 p.m. Tuesdays  
and Wednesdays, 10 a.m.-7 p.m.  
Thursdays, 10 a.m.-2 p.m. Fridays.  
Free. 229-3261.

## No shovels needed

Students "dig" the student neighborhood, and are currently digging  
into the neighborhood's past in a new course.

ASI 341: The Archaeology of a Neighborhood: A Journey Through Time,  
Memory and Place is being team-taught at ArtStreet by artist-in-residence  
Dennie Eagleson and physics professor Robert Brecha.

"Most UD students and alumni identify the student neighborhood as a  
unique living environment, and one that plays a big role in creating strong  
attachments to UD and in creating community," Eagleson said.

Students have searched through the University's archives, selected  
pictures and re-photographed the original scenes. This exhibit is on display



said. The class will be looking at how the neighborhood's "environmental  
infrastructure" forms ties and obligations to the global community beyond  
UD.

The students' completed projects, which include the early history re-  
photography project, multimedia interviews with community builders, UD  
alumni and current students, and a visual mapping assignment, will be on  
display in ArtStreet Studio E during January.

through Nov. 23 on  
the second floor of the  
Roesch Library.

Another project  
reflects students' own  
experiences in the stu-  
dent neighborhood and  
its value to them.

In addition to the  
social history, the students  
are studying scientific  
aspects of the neighbor-  
hood. "We have been  
looking at the UD campus  
in terms of its ecology,  
its placement within the  
Miami Valley watershed,  
and specific topics  
regarding water, commu-  
nications, transportations  
and energy," Eagleson

## Wednesday, Nov. 11

### What Should We Do About "Love in Truth"?

4:30 p.m., Kennedy Union west  
ballroom. UD faculty will discuss the  
significance and meaning of Pope  
Benedict XVI's recent encyclical on  
the economy and society, "Caritas  
in Veritate." David O'Brien will  
moderate. Call 229-3468.

## Thursday, Nov. 12

### World Rhythm Series: Son de Madera

8 p.m., Kennedy Union ballroom.  
Authentic and lively renditions of  
the *fandango*, a traditional Mexican  
musical style and dance. Presented  
by the University of Dayton Arts  
Series and Cityfolk. Tickets \$18

general admission; \$16 for UD faculty,  
alumni and non-UD students; \$9 UD  
students. Call 229-2545.

## Friday, Nov. 13

### Faculty and Academic Senate Meeting

3 p.m., Kennedy Union Boll Theatre.

## Nov. 13-14

### UD Dance Ensemble Fall Concert

8 p.m., Kennedy Union Boll Theatre.  
Mark Cummings, artistic director.  
Tickets \$10 general admission;  
\$6 UD faculty, staff and students.  
Call 229-2545.

## Sunday, Nov. 15

**Black Catholic History Month Mass**  
6 p.m., Immaculate Conception

Chapel. Part of UD's celebration of  
Black Catholic History Month.

## Friday, Nov. 20

### University Orchestra

7 p.m., Kennedy Union Boll Theatre.  
Jiang Liu, conductor. Free.  
Call 229-3936.

## Saturday, Nov. 21

### Opera Workshop: "A Night at Orlofsky"

8 p.m., Kennedy Union Boll Theatre.  
Features Act II of the operetta *Die  
Fledermaus* ("The Bat") by Johann  
Strauss Jr.; excerpts from Gilbert and  
Sullivan's comic opera, *The Mikado*;  
Mozart's comic opera, *The Marriage  
of Figaro*; and Andrew Lloyd  
Webber's *The Phantom of the Opera*.  
Free. Contact 229-3936.

## Nov. 23-Jan. 1

### Darel Sparling: When Purple Meets All Other Colors

8:30 a.m.-4:30 p.m. Monday -  
Friday; Saturday and Sunday by  
appointment. Marian  
Library Gallery. Sparling's  
paintings present  
Christmas themes — the  
dusk and dawn of new  
birth, mystic stars and  
trumpeting angels. Free.  
Call 229-4214.

## Nov. 26-27

### Thanksgiving break University closed.

## Nov. 28-Jan. 24

### Elisabeth's Nativity House: The van Mullekom Collection

Roesch Library first and  
second floors. Opening  
reception 1-6 p.m. Nov. 28. Free. Call  
229-4214.

## Monday, Nov. 30

### Advent Vespers

9 p.m., Chapel of the Marianist  
Martyrs, Marianist Hall.

THANKSGIVING  
BREAK NOV. 26-27

## Connecting the globe — BUT WHO'S COUNTING?

658

UD students  
who studied  
or did service  
abroad last year

581

International  
students who are  
studying at UD  
this semester

2,000+

International students who  
studied at UD  
in the past  
five years

2,998

UD students who  
studied or did  
service abroad in  
the past five years

